

Sustainability Gate Review

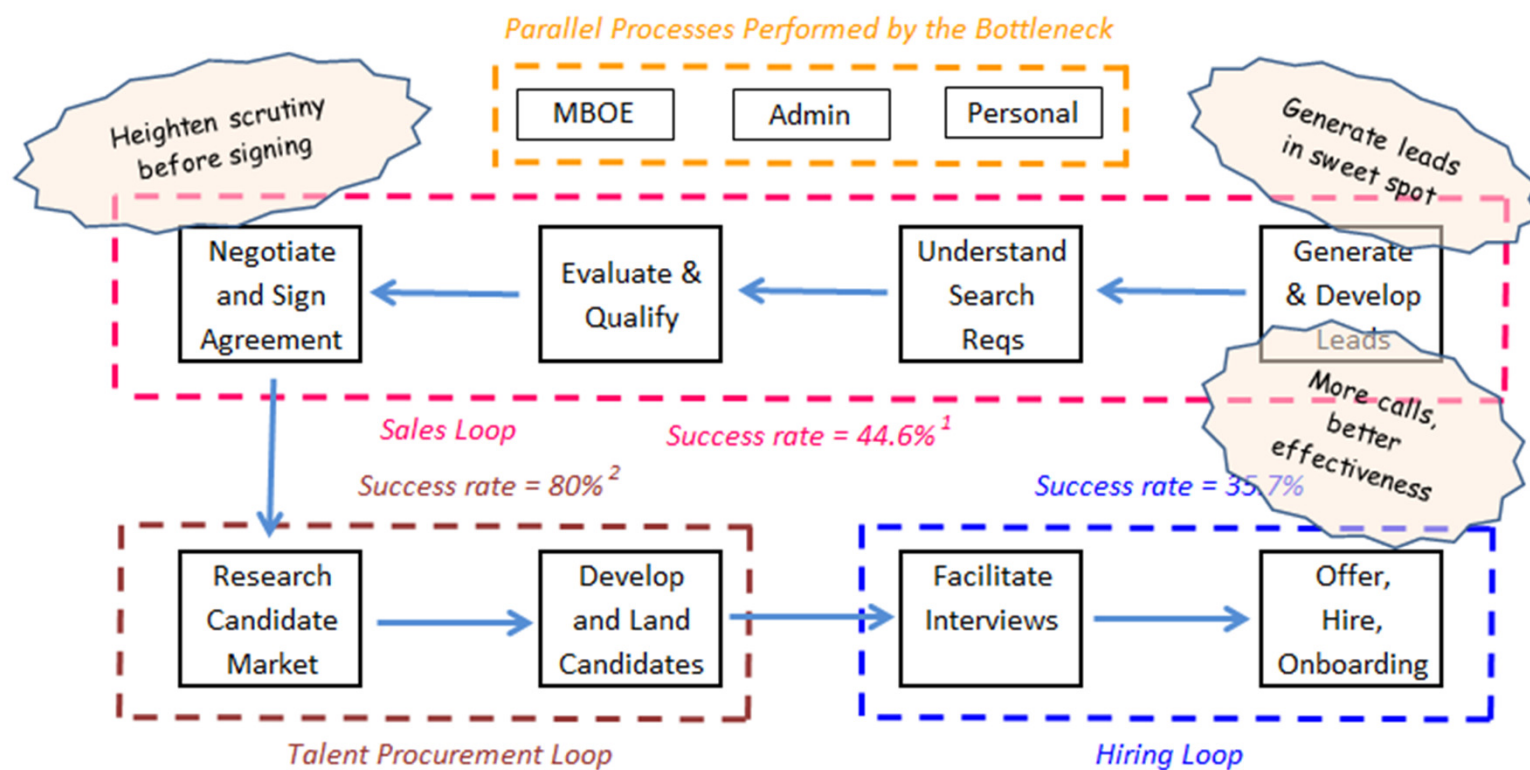
Fulfilling Talent Needs

MBOE 2012

J. Eric Lawson

December 14, 2012

Providing business success through the relentless pursuit of talent ©

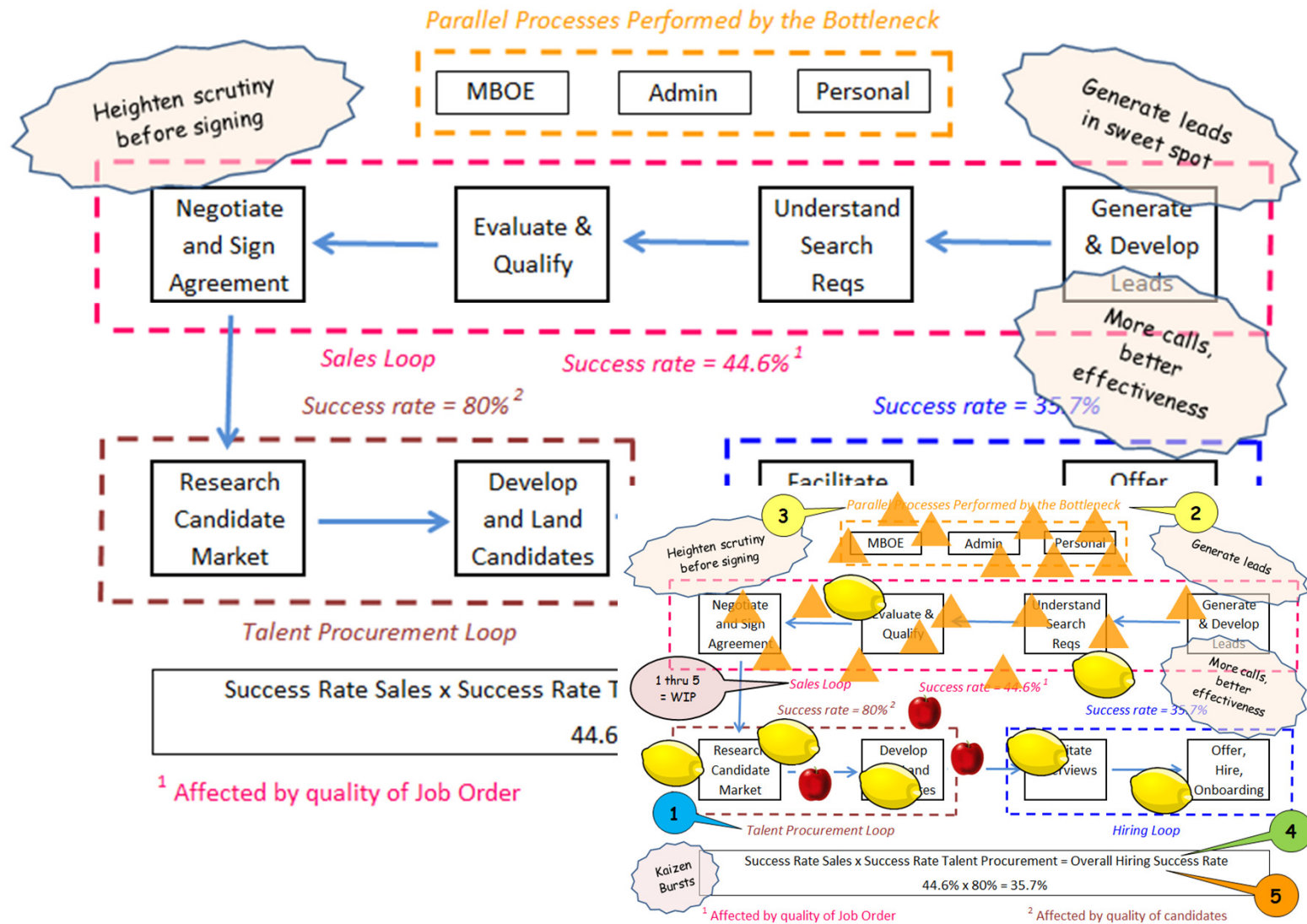


Success Rate Sales x Success Rate Talent Procurement = Overall Hiring Success Rate

$$44.6\% \times 80\% = 35.7\%$$

¹ Affected by quality of Job Order

² Affected by quality of candidates

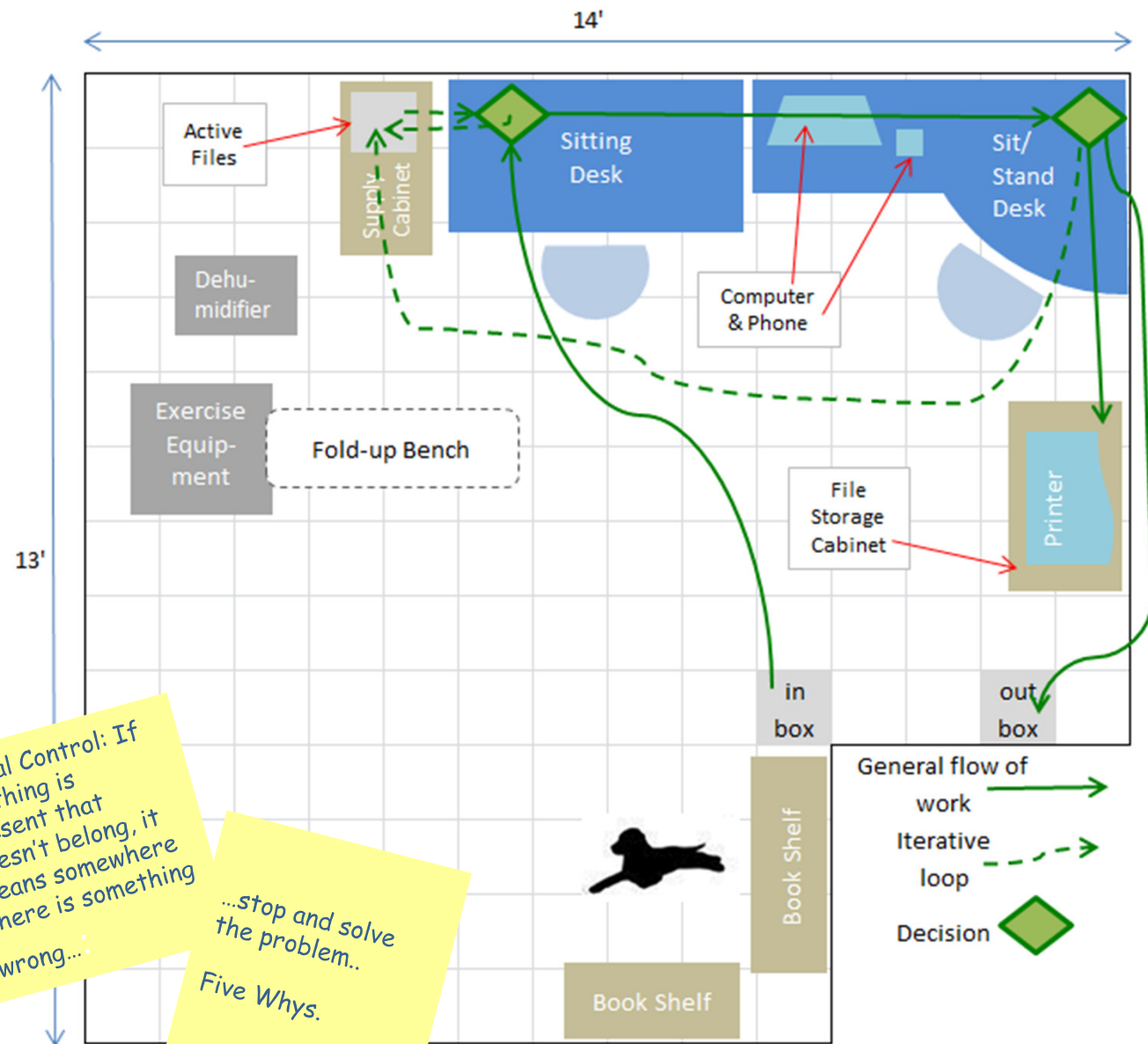


- Successful on 7 of 7 assignments
- Five of these are contingent searches
- Historically, we would have expected to succeed on 1, 2, or 3
- At 36%, the chance of succeeding on all five: 0.6%
- T-test: Fishers exact p-value = 0.009
- The lower bound on the 95% CI is 54.9%. Well above 36%

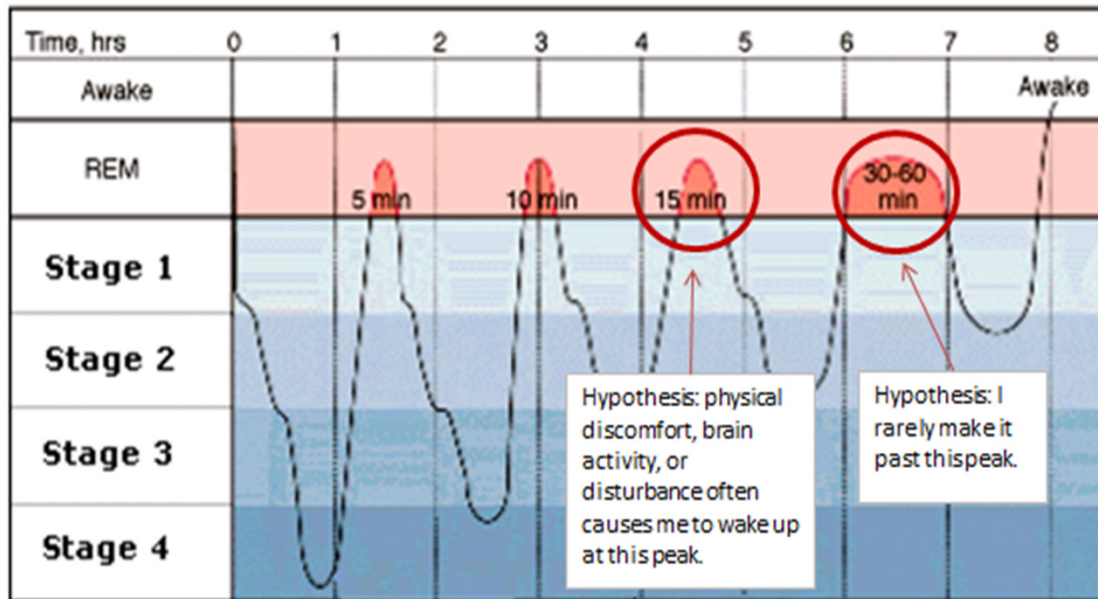
5S for Transactional Processes

Plan
View of
Office
with
Flow

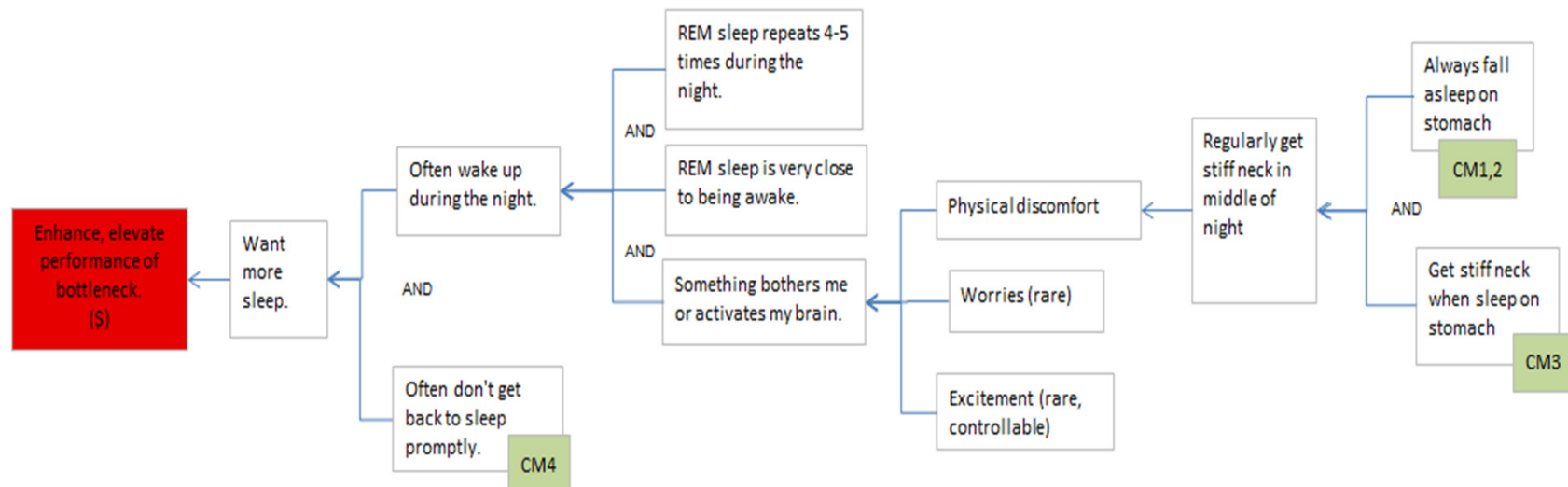
- Work Surface
- Hard copies of incoming/active/outgoing files
- Electronic Equip.
- Physical Inventory
- Chair
- Other Equipment



A Quick Side Trip...



- Sleep on side
- Increased sleep by 35 min/night
- 98.4% confidence (p-value = .0016)
- Effect: doesn't enhance peak hours, *extends* them.
- Increasing availability of the constraint is a very big deal.

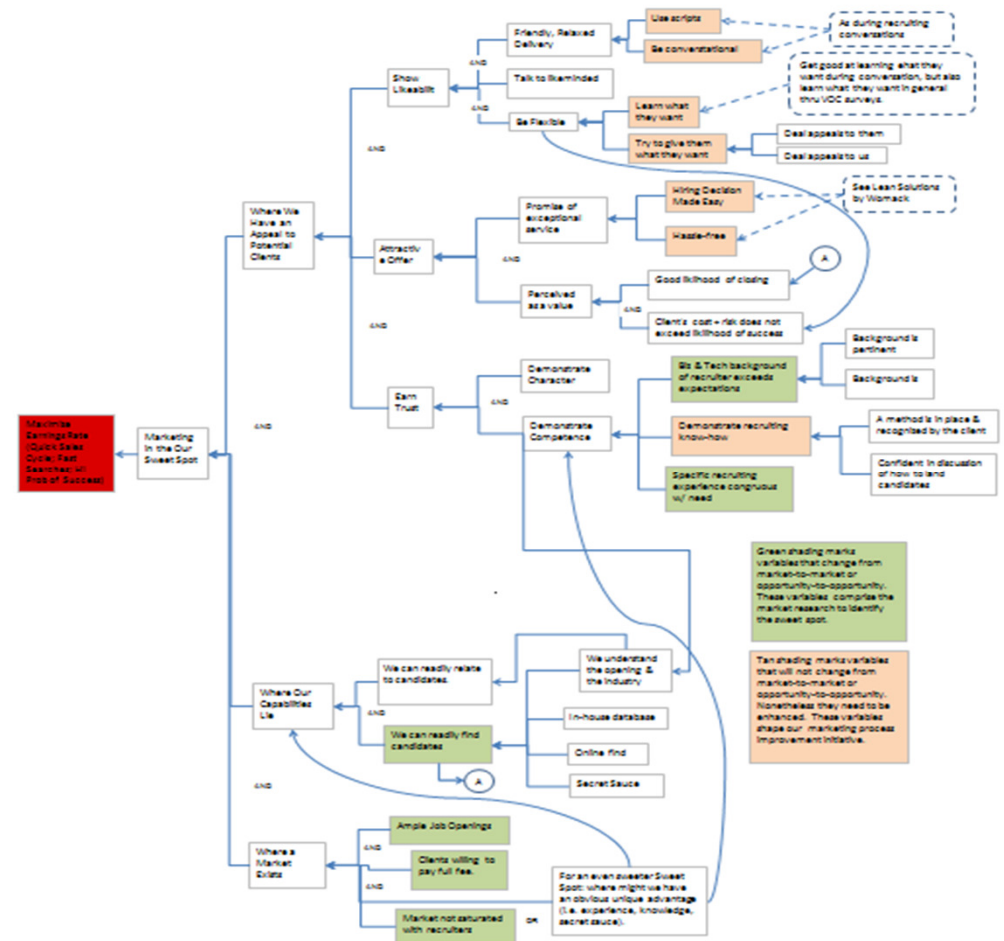
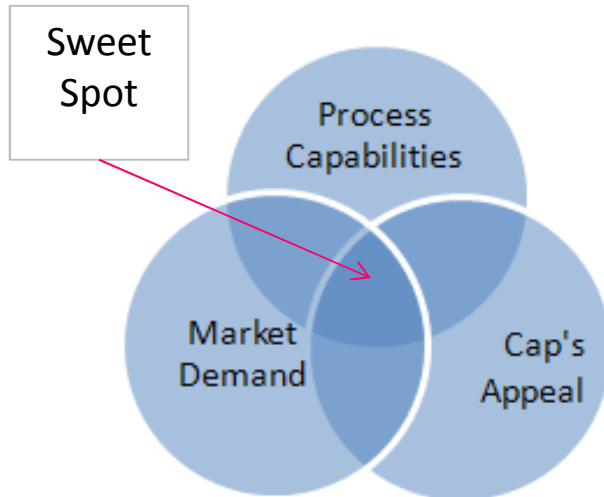


- Sales is a process. The best salesmen are experts in process. Recruiting is sales.
- Bob Ross

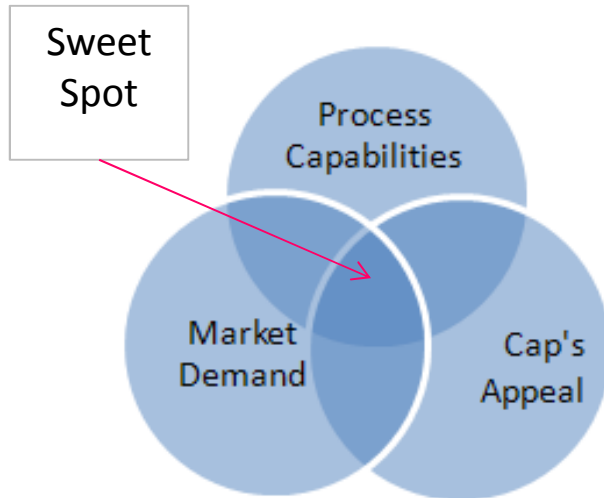


- Thinkreliability.com

Identify Sweet Spot



Identify Sweet Spot



To be determined by experimentation.

To be determined by research.

	Critical Xs	Why Critical?	
Cap Collaborative's Appeal	Use Scripts	AND Likeability thru a friendly, relaxed delivery.	<p>During recruiting conversations, attempting what they're conversational, but also I they want in general surveys.</p> <p>to them</p> <p>to us</p> <p>See Lean Solutions by Womack</p>
	Be Conversational		
	Learn what a potential client wants	AND Likeability thru Flexibility	<p>Background is pertinent</p> <p>Background is</p> <p>A method is in place & recognized by the client</p> <p>Confident in discussion of how to land candidates</p>
	Try to give them what they want		
	Make the hiring decision easy	Give an attractive offer	<p>is from or priority, makes the identity</p> <p>variables a high or priority, need to be analyzed process flow.</p>
	Make sure our service is not cumbersome	Give an attractive offer	
	Demonstrate recruiting know-how	Earn Trust	
	Business & tech background of recruiter exceeds expectations	Earn Trust	
	Specific recruiting experience is congruous with client needs	Earn Trust	
Capability	We can readily find candidates	Capability	
A Market Exists	Ample job openings	AND Market Exists	
	Market not saturated with recruiters		
	Clients willing to pay full fee		

Sustainability

